

**Timing: 3 Hours****60 Marks****Instructions**

1. Q1 (20 marks) is compulsory
  2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
  3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
  4. Figures to the right indicate full marks
  5. Draw neat diagrams wherever necessary
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Q1) Is Compulsory (20 Marks)

Q No 1A: Match the Column: (5 Marks)

Group A	Group B
Article 16	Guarantees Equal Pay for both Men and Women
Article 39 (d)	Equal Opportunity to all citizen in respect of employment
Article 42	Just and Humane Conditions of work and for maternity relief.
Article 21	Prohibits Traffic in Human being and Forced Labour
Article 23	Right to livelihood

**Q.1B** Multiple Choice Questions: (Choose the Correct option and write full sentence) (5 Marks)

1. What is the maximum period for which any woman is entitled to maternity benefit?
  - a. 6 weeks
  - b. 12 weeks
  - c. 18 weeks
  - d. 24 weeks

2. The maternity benefit act's objectives were achieved by the enactment of \_\_\_\_\_

- a. Factories Act, 1948
- b. Payment of wages act, 1936
- c. Employees State Insurance Act of 1948
- d. Standing orders act, 1946

3. When did The Apprenticeship Act 1961, come into force?

- a. April 1963
- b. 01 March 1963
- c. 01 January 1963
- d. 23 April 1963

4. Which section of The Apprenticeship Act 1961 deals with the obligation of employers.

- a. Section 11
- b. Section 12
- c. Section. 13
- D. Section 14

5. . \_\_\_\_\_ deals with the provisions related to eligibility of bonus

- a. Section 8
- b. Section 9
- c. Section 10
- d. Section 11

**Q No 1C:** Study the facts of the case given below and answer the questions: (10 Marks)

Mr. Sunil Mehra is working as a HR Manager in Infotech Conclave Private Limited. Under him, there are six people working. Out of these six people, an intern Miss Riya is very keen to know the things about company as she desires to become a manager like Mr. Mehra. In every meeting, the suggestions and ideas given by her are found to be effective by the HR Manager. But, Mr. Mehra favors One more intern from his city Mr. Tushar. Though his ideas are not very effective, they are appreciated and acknowledged.

After going through this case, please identify the answers of the questions given below -

1. What is the problem in this case?
2. What do you feel about the behavior of Mr. Sunil Mehra?
3. Who is at fault - Miss Riya or Mr. Tushar ? Justify the fault.
4. Can you add a few more characters to this case

**Q2** Answer the following questions (Any Two) (10 Marks)

- a. Discuss the authorities under the Industrial Dispute Act. (5 Marks)
- b. What is the procedure to register a trade union under the Trade Union Act, 1926? (5 Marks)
- c. State the health provisions relating to workers under the Factories Act 1948. (5 Marks)

**Q3** Answer the following questions (Any Two) (10 Marks)

- a. What is the object of payment of wages act? Discuss in detail (5 Marks)
- b. Explain the procedure for fixing minimum wages (5 Marks)
- c. Explain the detailed provisions related to Fines U/S 8 of Payment of Wages Act 1936. (5 Marks)

**Q4 Answer the following questions (Any Two) (10 Marks)**

- a. Explain the important provisions of Maternity Benefit Act 1961 (5 Marks)
- b. Discuss in detail the provisions under The Employment Exchange Act 1959. (5 Marks)
- c. Explain the objectives and scope of The payment of wages Act 1965 (5 Marks)

**Q5 Answer the following questions (Any Two) (10 Marks)**

- a. Write a detailed note on ADR. (5 Marks)
- b. What is Arbitration? Explain the salient features of Arbitration with reference to the Act. (5 Marks)
- c. Explain the functioning of the Board of Conciliation. (5 Marks)

**Q6 Answer the following questions (Any Two) (10 Marks)**

- a. What is grievance in IR? Describe the basic steps of Grievance Machinery and Disciplinary Procedure? (5 Marks)
- b. Explain the term 'Workers Participation in Management'. Why is the term 'Workers Participation in Management' considered important? (5 Marks)
- c. Write a note on Labor Laws with IR implications for futuristic India. (5 Marks)

**Q7 Answer the following questions (Any Two) 10 Marks**

- a. Discuss the important provisions of the Workmen's Compensation Act, 1923 (5 Marks)
- b. What are the applications of the employer under Payment of Gratuity Act? (5 Marks)
- c. Discuss the important provisions of the Payment of Gratuity Act. (5 Marks)

**Note:**

**A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.**